1973 Index

Volume 2, 1973

This index contains author and subject-matter references combined in one alphabetical listing. The numerals given for each entry refer to the page number. Page numbers included in each issue are as follows:

Issue	*Date*	*Pages*
No. 1	January-February	1-80
No. 2	March-April	81-152
No. 3	May-June	153-228
No. 4	July-August	229-316
No. 5	September-October	317-396
No. 6	November-December	397-472

A

Administration
"The Administration of Professors as Decision-Makers," Martha A. Brown, 351
Administrators
"The Image of the Administrator," Gary R. Johnson, 418
Albano, Charles—"Try It You'll Like It," 336
Alcoholism
"Washington State's Employee Alcoholism Program," Philip H. Parker, 212
Anthony, William R. and Lee, John W.—"Educational Needs of Part-Time Graduate Students," 93
Arellano, Esther, Loehr, Virginia M., Levine, Edward M., Porter, Wayne and Posegate, John—"Personnel Selection Methods Used in Arizona Local Government," 327
Ash, Philip, Taylor, Noreen and Hoel, Louise—"The University Civil Service System of Illinois: Updating a Merit System," 456

B

Behavioral Science
"Behavioral Technology: A Challenge to Modern Management," James G. Brianas, 290
Bennett, George—"Encouraging Settlements and Discouraging Strikes," 449
Berkley, Charles S. and Sproule, Charles F.—"Test-Anxiety and Test-Unsophistication: The Effects, the Cures," 55
Bernstein, Samuel J. and Reinharth, Leon—"Management, the Public Organization and Productivity: Some Factors to Consider," 261
Bowin, Robert B.—"Managers Interest in Work," 182
Boynton, Robert E. and White, Harold E.—"Functions of Personnel Administration: Management's View in a Federal Installation," 29
Brianas, James G.—"Behavioral Technology: A Challenge to Modern Management," 290
Brown, Martha A.—"The Administration of Professors as Decision-Makers," 351
Bruno, Sam J.—"The Relationship of Demographic Factors to the Perception of Recruitment Advertisements," 439
Bureaucracy
"A Profile of the Bureaucratic Elite in Israel," Arye Globerson, 9

C

Campbell, Joel T.—"Tests are Valid for Minority Groups Too," 70
Chaison, Gary N.—"The Outcomes of Multi-Union Elections Involving Incumbents," 435
Clary, Thomas C.—"Motivation Through Positive Stroking," 113
Classification
"Efficient Maintenance of the Classification Plan," Carl F. Lutz, 232
Coleman, Charles J.—"Personnel: The Changing Function," 186
Collective Bargaining
"Negotiating for Employee Training and Development Programs: The New York State

1973 Index

Volume 2, 1973

This index contains author and subject-matter references combined in one alphabetical listing. The numerals given for each entry refer to the page number. Page numbers included in each issue are as follows:

Issue	*Date*	*Pages*
No. 1	January-February	1-80
No. 2	March-April	81-152
No. 3	May-June	153-228
No. 4	July-August	229-316
No. 5	September-October	317-396
No. 6	November-December	397-472

A

Administration
"The Administration of Professors as Decision-Makers," Martha A. Brown, 351
Administrators
"The Image of the Administrator," Gary R. Johnson, 418
Albano, Charles—"Try It You'll Like It," 336
Alcoholism
"Washington State's Employee Alcoholism Program," Philip H. Parker, 212
Anthony, William R. and Lee, John W.—"Educational Needs of Part-Time Graduate Students," 93
Arellano, Esther, Loehr, Virginia M., Levine, Edward M., Porter, Wayne and Posegate, John—"Personnel Selection Methods Used in Arizona Local Government," 327
Ash, Philip, Taylor, Noreen and Hoel, Louise—"The University Civil Service System of Illinois: Updating a Merit System," 456

B

Behavioral Science
"Behavioral Technology: A Challenge to Modern Management," James G. Brianas, 290
Bennett, George—"Encouraging Settlements and Discouraging Strikes," 449
Berkley, Charles S. and Sproule, Charles F.—"Test-Anxiety and Test-Unsophistication: The Effects, the Cures," 55
Bernstein, Samuel J. and Reinharth, Leon—"Management, the Public Organization and Productivity: Some Factors to Consider," 261
Bowin, Robert B.—"Managers Interest in Work," 182
Boynton, Robert E. and White, Harold E.—"Functions of Personnel Administration: Management's View in a Federal Installation," 29
Brianas, James G.—"Behavioral Technology: A Challenge to Modern Management," 290
Brown, Martha A.—"The Administration of Professors as Decision-Makers," 351
Bruno, Sam J.—"The Relationship of Demographic Factors to the Perception of Recruitment Advertisements," 439
Bureaucracy
"A Profile of the Bureaucratic Elite in Israel," Arye Globerson, 9

C

Campbell, Joel T.—"Tests are Valid for Minority Groups Too," 70
Chaison, Gary N.—"The Outcomes of Multi-Union Elections Involving Incumbents," 435
Clary, Thomas C.—"Motivation Through Positive Stroking," 113
Classification
"Efficient Maintenance of the Classification Plan," Carl F. Lutz, 232
Coleman, Charles J.—"Personnel: The Changing Function," 186
Collective Bargaining
"Negotiating for Employee Training and Development Programs: The New York State

Experience," Herbert M. Engel and Ronald W. James, 102
"Some Implications of Mediation for Resolution of Bargaining Impasses in Public Employment," Paul D. Staudohar, 299
"Toward More Negotiations in the Public Sector," William R. Word, 345
Comer, John, Steinman, Michael, and Welch, Susan—"Some Attitudinal Consequences of Inadequate Professionalization Among Social Workers," 267
Cummings, L. L. and DeCotiis, T. A.—"Organizational Correlates of Perceived Stress in a Professional Organization," 275

D

DeCotiis, T. A. and Cummings, L. L.—"Organizational Correlates of Perceived Stress in a Professional Organization," 275

E

Education
"Forest Personnel: Professional and Environmental Education," Daniel H. Henning, 429
"Educational Needs of Part-Time Graduate Students," John W. Lee and William R. Anthony, 93
"Some Attitudinal Consequences of Inadequate Professionalization Among Social Workers," Michael Steinman, Susan Welch and John Comer, 267
"How and Why Non-Certificated Personnel Are Utilized in High School Libraries," Dennis C. Zuelke, 415
Engel, Herbert M. and James, Ronald W.—"Negotiating for Employee Training and Development Programs: The New York State Experience," 102
Evaluation
"Do Appraisal Interviews Improve Performance?" Marion E. Haynes, 128
"An Examination of Six Prevalent Assumptions Concerning Performance Appraisal," Thomas H. Stone, 408
Executives
"Managers Interest in Work," Robert B. Bowin, 182
"The Values and Value Systems of Governmental Executives," Andrew F. Sikula, 16
Eyde, Lorraine D.—"The Status of Women in State and Local Government," 205

F

Fair Employment Practices
"The Equal Employment Opportunity Act of 1972, Its Implications for the State and Local Government Manager," Harry Grossman, 370
"The Union Role in Federal EEO Programs," Francis J. Loevi, Jr., 162
"Equal Employment Opportunity as Perceived by Government Officials," Larry E. Short, 118
Foegen, J. H.—"Time to be Honest—With Older Employees," 320
Fox, Warren Halsey and Jones, Warren Will—"The Educated Unemployed," 108

G

Globerson, Arye—"A Profile of the Bureaucratic Elite in Israel," 9
Grossman, Harry—"The Equal Employment Act of 1972, Its Implications for the State and Local Government Manager," 370

H

Hadwiger, Don F.—"Experience of Black Farmers Home Administration Local Office Chiefs," 49
Haynes, Marion E.—"Do Appraisal Interviews Improve Performance?" 128
Henning, Daniel H.—"Forest Personnel: Professional and Environmental Education," 429
Herrick, John S.—"Work Motives of Female Executives," 380
Hoel, Louise, Ash, Philip and Taylor, Noreen—"The University Civil Service System of Illinois: Updating a Merit System," 456
Hollis, Joseph W. and Krause, Frank H.—"Effective Development of Change," 60
Houseman, K. A.—"Compulsory Arbitration in the Public Sector: Constitutionality and Enforcement Issues," 194

I

Imundo, Louis V., Jr.—"Why Federal Government Employees Join Unions: A Study of AFGE Local 916," 23

J

James, Ronald W. and Engel, Herbert M.—"Negotiating for Employee Training and De-

velopment Programs: The New York State Experience," 102
Johnson, Gary R.—"The Image of the Administrator," 418
Jones, Warren Will and Fox, Warren Halsey—"The Educated Unemployed," 108

K

Kohlan, Richard G.—"Police Promotional Procedures in Fifteen Jurisdictions," 167
Kranz, Harry—"How Representative Is The Public Service?" 242
Krause, Frank H. and Hollis, Joseph W.—"Effective Development of Change," 60

L

Labor Force
"The Educated Unemployed," Warren Will Jones and Warren Halsey Fox, 108
Labor Relations
"Encouraging Settlements and Discouraging Strikes," George Bennett, 449
"Compulsory Arbitration in the Public Sector: Constitutionality and Enforcement Issues," K. A. Houseman, 194
"Indirect Functions of the Grievance Procedures," Joseph Shane, 171
"Compulsory Arbitration: End of the Line in the Police Field?" Max S. Wortman, Jr., and Craig E. Overton, 4
LaCapra, Louis J.—"Trying Out the Four Day Work Week," 216
Lee, John W. and Anthony, William R.—"Educational Needs of Part-Time Graduate Students," 93
Levine, Edward M., Loehr, Virginia M., Arellano, Esther, Porter, Wayne, and Posegate, John—"Personnel Selection Methods Used in Arizona Local Government," 327
Loehr, Virginia M., Arellano, Esther, Levine, Edward M., Porter, Wayne, and Posegate, John—"Personnel Selection Methods Used in Arizona Local Government, 327
Loevi, Francis J., Jr.—"The Union Role in Federal EEO Programs," 162
Luthans, Fred—"The Role of Punishment in Organizational Behavior Modification," 156
Lutz, Carl F.—"Efficient Maintenance of the Classification Plan," 232

M

McClain, Dudley J.—"How College-Age Voters View the Right to Unionize and Strike," 125
McClung, Glenn G.—"'Qualified' vs. 'Most Qualified': A review of the Issues of Competitive Merit Selection," 366
Manpower Planning
"Manpower Planning: A Markov Chain Application," Gordon L. Nielsen and Allan R. Young, 133
Margulies, Newton—"Organizational Development and Changes in Organizational Climate, 84
Miller, Glenn W., Presley, Ronald W., and Sniderman, Mark S.—"Multijobholding by Firemen and Policemen Compared," 283
Minority Groups
"Tests are Valid for Minority Groups Too," Joel T. Campbell, 70
"Experience of Black Farmers Home Administration Local Office Chiefs," Don F. Hadwiger, 49
"How Representative Is the Public Service?" Harry Kranz, 242
"A Note on Interminority Group Competition for Federal Positions," David H. Rosenbloom, 43
Moonlighting
"Multijobholding by Firemen and Policemen Compared," Glenn W. Miller, Ronald W. Presley and Mark S. Sniderman, 283
Morale
"Organizational Correlates of Perceived Stress in a Professional Organization," L. L. Cummings and T. A. DeCotiis, 275
Motivation
"Motivation Through Positive Stroking," Thomas C. Clary, 113

N

Nielsen, Gordon L. and Young, Allen R.—"Manpower Planning: A Markov Chain Application," 133

O

Offenders
"Ex-Offenders Make Good Employees," Gopal C. Pati, 424
Older Workers
"Time to be Honest—With Older Employees," J. H. Foegen, 320
Organizational Change
"Effective Development of Change," Joseph W. Hollis and Frank H. Krause, 60

"The Role of Punishment in Organizational Behavior Modification," Fred Luthans, 156
Organizational Development
"Organizational Development and Changes in Organizational Climate," Newton Margulies, 84
Overton, Craig E., and Wortman, Max S., Jr.—"Compulsory Arbitration: End of the Line in the Police Field?" 4

P

Parker, Philip H.—"Washington State's Employee Alcoholism Program," 212
Pati, Gopal C.—"Ex-Offenders Make Good Employees," 424
Paulionis, A. N.—"The Value of Practical Promotional Examinations for Police and Fire Ranks," 179
Personnel Administration
"Functions of Personnel Administration: Management's View in a Federal Installation," Robert E. Boynton and Harold C. White, 29
"Personnel: The Changing Function," Charles J. Coleman, 186
Personnel Workers
"Values and Value Systems of Industrial Personnel Managers," Andrew F. Sikula, 305
Porter, Wayne, Loehr, Virginia M., Arellano, Esther, Levine, Edward M. and Posegate, John—"Personnel Selection Methods Used in Arizona Local Government," 327
Posegate, John, Loehr, Virginia M., Arellano, Esther, Levine, Edward M. and Porter, Wayne—"Personnel Selection Methods Used in Arizona Local Government," 327
Presley, Ronald W., Miller, Glenn W., and Sniderman, Mark S.—"Multijobholding by Firemen and Policemen Compared," 283
Productivity
"Management, the Public Organization and Productivity: Some Factors to Consider," Samuel J. Bernstein and Leon Reinharth, 261
Promotion
"Police Promotional Procedures in Fifteen Jurisdictions," Richard G. Kohlan, 167
"The Value of Practical Promotional Examinations for Police and Fire Ranks," A. N. Paulionis, 179
Public Administration
"The Challenge of Public Service, Elmer B. Staats, 358

R

Recruiting
"The Relationship of Demographic Factors to the Perception of Recruitment Advertisements," Sam J. Bruno, 439
Reinharth, Leon and Bernstein, Samuel J.—"Management, the Public Organization and Productivity: Some Factors to Consider," 261
Research Review
"What Is Intelligence?" Mary L. Tenopyr, 82
Retirement
"A Deferred Compensation Plan for Kansas City, Missouri, City Employees," Ralph E. Tannahill, 382
Rosenbloom, David H.—"A Note on Interminority Group Competition for Federal Positions," 43

S

Selection
"The University Civil Service System of Illinois: Updating a Merit System," Philip Ash, Noreen Taylor and Louise Hoel, 456
"Personnel Selection Methods Used in Arizona Local Government," Virginia M. Loehr, Esther Arellano, Edward M. Levine, Wayne Porter and John Posegate, 327
" 'Qualified' vs. 'Most Qualified': A Review of the Issues of Competitive Merit Selection," Glenn G. McClung, 366
"Using a Questionnaire with an Employment Application," J. L. Stone, 99
Shane, Joseph—"Indirect Functions of the Grievance Procedure," 171
Short, Larry E.—"Equal Employment Opportunity as Perceived by Government Officials," 118
Sikula, Andrew F.—"The Values and Value Systems of Governmental Executives," 16
Sikula, Andrew F.—"The Values and Value Systems of Industrial Personnel Managers," 305
Sniderman, Mark S., Miller, Glenn W., and Presley, Ronald W.—"Multijobholding by Firemen and Policemen Compared," 283
Sproule, Charles F. and Berkley, Charles S.—Test-Anxiety and Test-Unsophistication: The Effects, the Cures," 55
Staats, Elmer B.—"The Challenge of Public Service," 358
Staudohar, Paul D.—"Some Implications of

Mediation for Resolution of Bargaining Impasses in Public Employment," 299
Steinman, Michael, Welch, Susan, and Comer, John—"Some Attitudinal Consequences of Inadequate Professionalization Among Social Workers," 267
Stockard, James G.—"A Training Strategy for Decentralized Organizations," 200
Stone, J. L.—"Using a Questionnaire with an Employment Application," 99
Stone, Thomas H.—"An Examination of Six Prevalent Assumptions Concerning Performance Appraisal," 408
Supervision
"Try It You'll Like It," Charles Albano, 336

T

Tannahill, Ralph E.—"A Deferred Compensation Plan for Kansas City, Missouri, City Employees," 362
Taylor, Noreen, Ash, Philip and Hoel, Louise—"The University Civil Service System of Illinois: Updating a Merit System," 456
Tenopyr, Mary L.—"Research Review," 82
Testing
"Test-Anxiety and Test-Unsophistication: The Effects, the Cures," Charles S. Berkley and Charles F. Sproule, 55
Torrence, William D.—"Collective Bargaining and Labor Relations Training of State-Level Management," 256
Training
"A Training Strategy for Decentralized Organizations," James G. Stockard, 200
"Collective Bargaining and Labor Relations Training of State-Level Management," William D. Torrence, 256
"Training, the Conspiracy Against Employees," Frank W. Uhlmann, 342
"In-Service Training: An American County Government's Experience," A. B. Villanueva, 332
"Is External Management Training Effective for Organizational Change?" Yoram Zeira, 400

U

Uhlmann, Frank W.—"Training, the Conspiracy Against Employees," 342
Unions
"The Outcomes of Multi-Union Representation Elections Involving Incumbents," Gary N. Chaison, 435
"Why Federal Government Employees Join Unions: A Study of AFGE Local 916," Louis V. Imundo, Jr., 23
"How College-Age Voters View the Right to Unionize and Strike," J. Dudley McClain, 125

V

Villanueva, A. B.—"In-Service Training: an American County Government's Experience," 332

W

Welch, Susan, Steinman, Michael, and Comer, John—"Some Attitudinal Consequences of Inadequate Professionalization Among Social Workers," 267
White, Harold C. and Boynton, Robert E.—"Functions of Personnel Administration: Management's View in a Federal Installation," 29
Women
"The Status of Women in State and Local Government," Lorraine E. Eyde, 205
"Work Motives of Female Executives," John S. Herrick, 380
Word, William R.—"Toward More Negotiations in the Public Sector," 345
Wortman, Max S., Jr. and Overton, Craig E.—"Compulsory Arbitration: End of the Line in the Police Field?" 4

Y-Z

Young, Allen R., and Nielsen, Gordon L.—"Manpower Planning: A Markov Chain Approach," 133
Zeira, Yoram—"Is External Management Training Effective for Organizational Change?" 400
Zuelke, Dennis C.—"How and Why Non-Certificated Personnel Are Utilized in High School Libraries," 415